

School Strategic Overview – 1.Staff

1.Staff



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graph TD; A[1.Staff] --> B[Goal 1A: To build high quality teaching practice that is embedded and school wide.]; A --> C[Goal 2B: To attract and retain the best staff possible.];
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Goal 1A: To build high quality teaching practice that is embedded and school wide.

Goal 2B: To attract and retain the best staff possible.

Strategic Plan – 1.Staff

	2015	2016	2017
Goal 1A & 6: Building high quality teaching practice that is embedded and sustained school wide	<ul style="list-style-type: none"> ▪ Job Description & Performance Management programme aligned to teacher practice and student achievement. ▪ Data tracked and reported to BOG once a term for MOE core curriculum areas.* ▪ Principal & Deputy Principal does regular quality teaching practice checkpoints and Professional Development. ▪ Continue checking planning. 	<ul style="list-style-type: none"> ▪ Job Description & Performance Management programme aligned to teacher practice and student achievement. ▪ Data tracked and reported to BOG once a term for MOE core curriculum areas.* ▪ Teachers lead PD to share and promote quality teaching practice. 	<ul style="list-style-type: none"> ▪ Job Description & Performance Management programme aligned to teacher practice and student achievement. ▪ Data tracked and reported to BOG once a term for MOE core curriculum areas.* ▪ Teachers lead PD to share and promote quality teaching practice.
Goal 2B: To attract and retain the best staff possible.	<ul style="list-style-type: none"> ▪ Create a school environment that is well organised and focuses on high quality teaching and staff development. ▪ Remunerate staff well to attract and retain the best. ▪ Reward high performing staff with overseas professional development opportunities e.g. U-Learn and ability to lead PD at school and at other Cook Islands schools. 	<ul style="list-style-type: none"> ▪ 2015 continued 	

Annual Plan 2015 – 1A & 6 - Best Practice

Goal 1A or 6: Building high quality teaching practice that is embedded and sustained school wide. (All Primary Staff)

Goal 6 Strategic Aim	Expected Outcomes	Specific Actions	Responsibility	Resources	Timeframe	Status
To raise the achievement levels of the students in your class to be at or above the New Zealand Standard in reading and mathematics...and ...to have the students in your class who are below these standards progressing towards them in these curriculum areas at Apii Te Uki Ou.	<ul style="list-style-type: none"> Delivery of structured guided reading programmes across all levels. 	<ul style="list-style-type: none"> PD using MOE literacy advisor to develop meaningful programmes supported by activities which reinforce reading skills and strategies. Achieving a consistent approach to reading throughout the school. 	Literacy advisor and all teachers	PD Budget of time and energy	End of 2015	Ongoing
	<ul style="list-style-type: none"> Parents are well informed of progress and how they can support the school. 	<ul style="list-style-type: none"> PD, sharing to ensure consistency and accuracy of leveling on reports. 	All teachers		End of 2015	Ongoing
	<ul style="list-style-type: none"> Maths Programmes delivered with teacher consistency 	<ul style="list-style-type: none"> Continued PD on using ETap data to reflect on areas of need specific to each class. Use ETap to inform next steps, plan and report to the community. 	All teachers		End of 2015	Ongoing
		<ul style="list-style-type: none"> Support Summative data throughout the year with the use of formative anecdotal record keeping. 	All teachers		End of 2015	Ongoing
		<ul style="list-style-type: none"> Junior Team complete Auckland University Paper that Seniors did in 2014 	Junior Team		Term 3	Done
		<ul style="list-style-type: none"> Buys new text and resources for maths 	Apaيرا TS	Time at PD after school x 12 sessions plus assignments \$3000	Term 1	

Outcomes and evidence Term 1, 2015:

- Have streamlined reading testing throughout the senior school i.e. We are all using PROBE.
- Building up senior reading resources.
- Reconfirm budget for Numeracy resources as identified in Term 1.
- Continue implementing Spelling Under Scrutiny teaching and learning programmes.

Annual Plan 2015 – 1B. Staff

Goal 1B: To attract and retain te best staff possible.

Goal 1 Strategic Aim	Expected Outcomes	Specific Actions	Responsibility	Resources	Timeframe	Status
<p><i>Create a school environment that is well organised and focuses on high quality teaching and staff development.</i></p>	<ul style="list-style-type: none"> ▪ Team environment created. ▪ Everyone knows the expectations and systems. ▪ Staff feel valued. ▪ Staffing is well planned and selective 	<ul style="list-style-type: none"> ▪ Acknowledge and celebrate teacher’s best practice at regular meetings, school assemblies and in school communication. ▪ Develop a mentoring programme for teaching staff to assist them to complete their formal teaching qualifications and on the job development. ▪ Provide staff with information on courses available through CI MOE and encourage attendance in line with learning/ development needs highlighted in performance appraisals. ▪ Principal to conduct regular evaluations of staff performance. • Develop a succession plan for - Principal 	Board & Principal	\$5,000 or other incentive’s	Term 1 end	Pending Budget

Outcomes and evidence Term 4, 2015:

Annual Plan 2015 – 1B. Staff

Goal 1B: To attract and retain te best staff possible.

Goal 1 Strategic Aim	Expected Outcomes	Specific Actions	Responsibility	Resources	Timeframe	Status
Remunerate staff well to attract and retain the best	<ul style="list-style-type: none"> ▪ Staff feel valued. ▪ Staffing is well planned and selective. 	<ul style="list-style-type: none"> ▪ Have ability to pay staff higher rates than MOE to attract the best by incorporating a remuneration strategy into the financial plan and annual budget. 	Board	Money	End 2015	
		<ul style="list-style-type: none"> ▪ Address the CI Superscheme issue with MOE/MFEM – see if staff currently on old scheme can continue if hired by ATUO 	Board	None	Term 2	
		<ul style="list-style-type: none"> ▪ Hire a Maori and Culture Teacher 	Board & Principal	Money	Term 2	
Reward high performing staff with overseas professional development opportunities e.g. U-Learn and ability to lead PD at school and at other Cook Islands schools.	<ul style="list-style-type: none"> ▪ Higher quality of teaching practice and awareness. ▪ Staff feel valued. ▪ Students receive quality teaching 	<ul style="list-style-type: none"> • Identify staff for overseas professional development. • Identify suitable and cost effective overseas training and development programmes to attend. • Provide funding in the school budget for international professional development programmes for staff. 	Principal			

Outcomes and evidence Term 4, 2015: